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ExDir Memo
Chrono

15 March 1984

MEMORANDUM FOR: DDA
DDI
DDO
DDS&T

SUBJECT: Career Opportunity

1. The DDCI, in memoranda to me dated 15 December 1983 and 12 March 1984, and in his address to Agency female employees in the auditorium last week, deplored the small percentage of women in senior, specifically supergrade, positions. He has asked that I submit a plan to him by 1 April for redressing the imbalance.

2. Neither he nor I intend any change in qualitative criteria for promotion to supergrade, nor do we seek a solution through quotas. I have no omniscience to apply to this issue. I do have the responses to a request I made to you a short time ago, reflecting current statistics and, to some degree, recent steps taken to address the problem.

3. There has, in my judgment, been some progress. But there are other steps that can be taken. I would like each of you to pick the brains of your folks to identify both immediate and longer range actions that could be taken. We've spoken of the assignment process as the major opportunity for demonstrating ability; nominations for quota course training, rotation to other agencies or directorates, appointment to career development panels or career development officer positions (including career panel executive secretariat), as well as to substantive or managerial task forces are some options.

4. Please give me your thoughts by Wednesday, 28 March.

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Executive Director

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